



Natick Finance Committee

Pursuant to Chapter 40, Section 3 of the Town of Natick By-Laws, I attest that the attached copy is the approved copy of the minutes for the following meeting:

Town of Natick Finance Committee
Meeting Date: March 4, 2014

The minutes were approved through the following action:

Motion:	Approval
Made by:	Mr. Pierce
Seconded by:	Ms. Coughlin
Vote:	12-0-0
Date:	March 25, 2014

Respectfully submitted,

James Everett
Secretary
Natick Finance Committee

NATICK FINANCE COMMITTEE MEETING MINUTES

March 4, 2014

**Natick Town Hall
School Committee Meeting Room, Third Floor**

This meeting has been properly posted as required by law.

MEMBERS PRESENT:

Jonathan Freedman, Chairman	Michael Ferrari
Jimmy Brown	Cathleen Collins
John Ciccariello	Patrick Hayes
Catherine Coughlin	Mark Kelleher
Bruce Evans, Vice Chairman	Jerry Pierce
James Everett, Clerk	Christopher Resmini
Karen Adelman Foster	Edward Shooshanian

MEMBERS ABSENT:

Maria Barrera

ATTACHMENTS:

- A. Agenda for this evening's meeting
- B. Natick Finance Committee *Standard Set of Questions* Warrant Articles including: Article 4; Article 5; Article 14; Article 20; Article 21; Article 24; Article 25; and Article 41 (6 pgs)
- C. Pertaining to Article 21: March 2, 2014 Memo from Mr. Levinsky to Town Meeting, Board of Selectman, Finance Committee and Town Administrator; copy of Full-time and part-time classification and pay plan
- D. Three-page map pertaining to Warrant Articles 4 & 5
- E. March 2, 2014 Memorandum from Steve Levinsky, Personnel Board Chair, regarding FY2015 full-time and part-time personnel classification and pay plan proposed changes (5 pgs)
- F. 3-page summary of Finance Committee Follow ups

Meeting was called to order by Mr. Freedman at 7:04 p.m.

The Chairman reviewed the evening's agenda and the materials included in the handouts. He also invited members and attendees to discuss any items that are not on the agenda.

PUBLIC CONCERNS/COMMENTS:

The Chairman invites Town Clerk Diane Packer to the podium. Annual town elections will be held on Tuesday, March 5, 2014 from 7:00 a.m. to 8:00 p.m. The last day to register to vote is March 5, 2014 up until 8 p.m. Absentee ballots are available in the clerk's office and sample ballots are available to view

on the website. Voting location for citizens in Precincts 1 and 3 will be voting at Brown School rather than Kennedy Middle School.

The Chairman invited Jimmy Brown to the podium. Natick Forever's candidate debate forum will be held on March 5, 2014 at 6:00 p.m. to 7:00 p.m. at the Morse Institute. Running for the Board of Health and participating in the debate will be Mr. Ian Wong and Mr. Robert Canning. The Board of Selectman candidates Mr. Nick Lombardi and Mr. John Conley will begin debate at approximately 7:15 p.m.

School Committee debate will be next Wednesday, March 12, 2014 in the school committee room at 7:00 p.m.

Mr. Freedman announced that on March 17, 2014 there will be a joint meeting of the Board of Selectmen and the School Committee. He will provide additional information regarding time and meeting place as soon as it is available. An impromptu Finance Committee meeting may be scheduled so that committee members may attend the above-listed meeting; Mr. Freedman will confirm details when they become available.

MEETING MINUTES:

Mr. Freedman turned the floor over to Mr. Everett to chair discussion of Meeting Minutes.

Mr. Everett referred the members to Finance Committee Meeting Minutes from February 27, 2014. He advised that twelve members present were eligible to vote on the meeting minutes motion.

A motion was made to approve the Minutes of the February 27, 2014 meeting of the Finance Committee.

Moved/Motioned by:	Mr. Pierce
Seconded by:	Mr. Hayes
Motions or Debates:	None
Vote	12-0-0 (unanimous)

NEW BUSINESS:

None.

OLD BUSINESS:

Hearing Schedule Changes

As of March 4, 2014 there are no further changes to the hearing schedule dated February 26, 2014.

Subcommittee Updates

The Zoning By-Law Sub-Committee members, it is the intent of Mr. Ciccariello to post a notice of meeting for Wednesday, March 12, 2014. The Planning Board is supposed to be meeting to review all the articles – if this is so, he will post the Zoning By-Law Sub-Committee meeting accordingly.

Mr. Everett announced that the Capital Sub-Committee will be meeting on Thursday, March 6, 2014 at 7:30 a.m. at the DPW Administration Building. There is a long list of items regarding capital equipment and capital improvements areas.

Ms. Collins announced that the Education Sub-Committee was scheduled to meet in the evening on March 5, 2014. However, due to Ash Wednesday Religious commitments of some members, the meeting will be moved to Wednesday, March 12, 2014 at 7:00 a.m.

Motion to reopen the public hearing of the 2014 Spring Annual Town Meeting Warrant

Moved/Motioned by:	Mr. Ciccariello
Seconded by:	Mr. Evans
Motions or Debates:	None
Vote	14-0-0 (unanimous)

Re-Open Public Hearing 2014 Spring Annual Town Meeting Warrant**Article 20: Elected Officials Salary**

Mr. Freedman invited Ms. White, Town Administrator to the podium.

The only elected official who had a salary is the Town Clerk. This Article covers that one position as has been the case for several years.

The Administration's recommendation is to raise the salary for this position from \$76,000 to \$80,000 annually. Both cost of living and market adjustment were the main criteria used to assess the amount of this raise. Market research was conducted by Mr. Levinsky, Personnel Board Chairman, in order to collect data to assess the salary for this position.

Mr. Freedman invited Mr. Steve Levinsky, Personnel Board Chairman, to the podium. As a service to the process of deciding an appropriate salary for the position of Clerk of the Town of Natick, the Personnel Board collected marketing data to provide context for the decision-making process. Mr. Levinsky clarified that the Personnel Board has no purview over the salary of the Town Clerk and his role in coming before the Finance Committee is to present and help interpret the data collected by the Personnel Board but not to speak on their behalf in any way.

The Board was able to gain two salary data surveys: one encompassed 16 towns and one encompassed 12 towns basically comparable to Natick. With a 12-town overlap there were 21 towns eligible to review. Surveys had an approximately 50/50 elected vs. appointed town clerks. One survey averaged for the market \$83,386 and the other survey averaged \$83,086 for the Town Clerk position. Length of service and education credentials were not addressed in these surveys.

Questions and comments from committee members were as follows:

- One time bonuses and merit raises are not available to the elected Town Clerk position except through the town meeting process.
- The highest salary for Town Clerk position on the survey was \$102,000 from the Town of Lexington pop. 31,394. The lowest salary for Town Clerk position on the survey was \$64,000 from the Town of Wakefield pop. 25,000.
- MGL and CMR spell out criteria for this position and this is a consistent "benchmark" type position from town to town.
- The current Town Clerk has been in office since 2010. A 2.5% raise was built into the Town Clerk's budget to account for part of this requested raise because it was anticipated that the market research would not have been complete by the time the Town Clerk's budget needed to be approved. However, \$78,200 in the budget will need to be revisited if the request for \$80,000 in this warrant is recommended by the Finance Committee.

Move that the Finance Committee take favorable action with regards to Article 20 Recommending Elected Official Salary in the amount \$83,250 for fiscal year 2015.

Moved/Motioned by:	Ms. Collins
Seconded by:	Ms. Coughlin:
Motions or Debates:	<p>Ms. Collins: Town meeting originally discounted what was recommended to them for the incumbents in this position. Between the position adjustments we'll be asked to consider later and the adjustments the town administration is able to make to reward good behavior, I view this as no different. This position is set by Town Meeting and so she can't be rewarded by bonus. We should support the \$83,250</p> <p>Ms. Coughlin: The survey data supports \$83,250 and that's what I feel this position is worth and that's why I support it.</p> <p>Mr. Brown supports the higher amount. The position and the current person in this position is doing an exemplary job and has probably saved the town far more that the amount that is being discussed tonight. The current clerk should be compensated in line with what other towns in the survey do because she is serving the citizens well and the citizens of Natick deserve to have high caliber people taking care of their service. This is a high profile job in the town with high contact with the citizens of Natick it should be compensated well.</p> <p>Mr. Hayes we have proven that the market rate is \$83,000 and Town of Natick should be highly competitive with resources and keep the valuable resources here by paying market rate.</p>
Vote	5-9-0

Move that the Finance Committee take favorable action with regards to Article 20 Recommending Elected Official Salary in the amount \$80,000 for fiscal year 2015.

Moved/Motioned by:	Mr. Ciccariello
Seconded by:	Mr. Evans
Motions or Debates:	<p>Mr. Ciccariello: When the preliminary budget came out this salary was lower and we adjusted it up by 2.5% for cost of living at that time. At the time of election both Town Meeting and the Finance Committee realized that this position was being paid below market. The reason I support the increase is because I believe both Town Meeting and Finance Committee has taken a look at this and have tried to bring it up to market. I feel this is a fair and reasonable salary for the person who is in the position now especially considering the improvements that have been made during the four years this person has been in office.</p> <p>Mr. Evans: Last year, the salary was \$76,000. A 5% raise</p>

	<p>brings it up to \$80,000. It is not a huge leap to add another 2.5% to the current already approved budget amount. When you get to town meeting, I believe that moving this salary to \$83,250 will cause an adverse reaction at town meeting. I think the Town Clerk has done a superb job and I would support \$83,250 if that is what the Finance Committee decides is the number.</p> <p>Mr. Pierce: For the past couple of years we had over-ridden what town administration has recommended for this position because of market surveys we thought it was adequate. Personnel Board did a great job in the market surveys and this position needs to be treated as other like positions and I think the \$80,000 is a big step to bringing this position up to where it should be.</p> <p>Mr. Everett not sure the survey defines the market rate for the job as all the detailed data it may just be an average of 20 surveyed towns but we can't tell from the detail level of this survey. We should spend more time researching this if we want to raise this to \$83,000. I think a 5¼ % raise is enough at this time. We should revisit and should research more thoroughly. Also, industry practice is often to do large market adjustments over a longer period of time.</p> <p>Ms. Adelman-Foster agrees with Mr. Everett and supports the lower number. This is a spontaneous increase that needs to be researched more thoroughly. Also, the committee needs to be disciplined about spontaneous action that might further stress the budget that already has a gap.</p> <p>Mr. Kelleher I feel the town administrator knows more about this than I do – she requested \$80,000 I'm supporting \$80,000.</p> <p>Mr. Ferrari is concerned that this position will have gone up 17.6% over the last 3 years. If it was raised to \$83,000 it would have gone up 22 to 23 percent. We do need capable people with a record of accomplishment in this position. If the higher number had been presented by the town administrator I could support that, but I will support the recommendation of the town administrator and vote for \$80,000.</p> <p>Mr. Freedman supporting lower number because of parity. There are many town employees who are deserving of raises in excess of what they have received. But for the reason of parity we should strive to be equitable. The raise being requested is already 5 ¼% and the \$83,000 number suggests a 9% increase. Mr. Freedman is comfortable accepting the data range presented and supports the lower amount.</p>
Vote	12-2-0

Town Administrator, Mr. Steven Levinsky remained to review the Personnel Board Classification and Pay Plan.

Article 21: Personnel Board Classification and Pay Plan

The Personnel Board is charged each year with presenting a classification and pay plan to Town Meeting each spring. During this meeting they are requesting a vote on the two pay plans that cover the general government, non-union employees of the town which is roughly 65 full-time employees. As a reminder, the pay plans create structure for compensation of the town employees. Actual funding for the departments comes through other warrant articles and establishing individual employees' salaries is a responsibility of the town administrator solely.

Information from 50 communities throughout the state was used to narrow down to 19 comparable communities closest to Natick's population (+/- 8,000) and compare where Natick's 18 benchmark positions stand relative to comparable communities in Massachusetts. Broadband pay plan put in place 4 years ago is performing well and is competitive in the marketplace with little "compression" (too many employees at the maximum pay rate too early in their careers) and not causing any problem with the administration on hiring and retaining employees. Good news: not asking for any change in the full-time or part-time ranges – the grades and the salaries or the dollar amounts for hourly wages. The full-time pay plan from Fall 2013 to now – review of any positions that added, reclassified or re-titled or in some cases cleaned up (with respect to the chart) because of typographical errors.

At fall town meeting the Town Administrator was in the midst of several searches. We agreed here and at town meeting to give the Town Administrator flexibility in recruiting and left three positions on the pay plan for her to choose from: Deputy Town Administrator/Finance at Grade 6; Deputy Town Administrator at Grade 5; and Director of Finance at Grade 5.

This resulted in the hiring of two Deputy Town Administrators: one focusing on finance and one on operations. Deputy Town Administrator/Finance is on the pay plan at a Grade 6. Evaluation of the Deputy Town Administrator/Operations position led to a Grade 6 designation under the pay plan.

Brief Review of all changes:

Grade 6: Everything remains same except Deputy Town Administrator/Operations has been re-titled and reclassified.

Grade 5: Everything remains the same with the exception of deleting the title of Deputy Town Administrator, deleting the title of Director of Finance and re-titling the Director of Personnel to Director of Human Services and reclassifying that position from Grade 4 to Grade 5.

Deputy Town Administrator requested a re-evaluation of the Director of Personnel position. After reviewing the responsibilities of that position, as well as recent market data, we are recommending a re-titling of Director of Human Resources moving that from a Grade 4 to a Grade 5.

Grade 4: Everything remains the same except we deleted the Director of Personnel title. The Environmental Compliance Officer was deleted because he is retiring and his duties are being divided between the Sustainability Coordinator (Grade 3) and the Conservation Agent (part-time Grade H-11). Data collection and review pointed out that the Environmental Compliance Officer was a position unique to Natick and the salary was well above what market would have called for although it was appropriate for that position and the town's needs.

Grade 3: Everything remains the same except the Sustainability Coordinator is new.

Grade 2: The Special Assistant Director to Facilities Management has been re-titled. The Assistant Director of Counsel on Aging was deleted because it was a duplicate entry. Facilities Management/Data Analyst was deleted because it was duplicative.

Grade 1: Everything remains unchanged with the exception of a typo in the Student Officer title.

Part-time Pay Plan review:

No dollar amount changes; the pay plan is the same except that under Grade 8.7 a Community Garden Coordinator was added (this is a new position added under a grant-funded program furthering green community initiatives); and extended the “Laborer” job family to add “Laborer 4” in order for specialized skills to be paid at market level. Under Grade H-11 the Conservation Agent was added.

Questions and discussion from members:

- “Deputy Town Administrator/Director of Finance position was already moved to a Level 6 to recognize that unique combination of skills. At some point there was an expectation that the position would be split into two Grade 5 positions because the responsibilities would be split. Now both positions are placed at Grade 6.
- As it turns out the Deputy Town Administrator was always paid at the highest pay grade possible. Once the Director of Finance responsibilities were taken on by this same individual the operational responsibilities of that position were being left largely undone. The intent is to put the Deputy Town Administrator/Operations in charge of several departments as well as certain general operations of the town and be the acting Town Administrator in her absence. Similarly, the Deputy Town Administrator/Director of Finance position would take on overseeing collector, treasurer, assessor and comptroller as well as overall finances of the town.
- The job description of the Director of Personnel and Director of Human Resources is the same, however the depth and breadth of this individual’s expertise in wider areas of the profession has grown and continues to grow. Also, Director of Human Resources is a more common title for these responsibilities now. Market data shows that in response to the complexity of the world we live in as time has gone by this position that it has risen into the 75th percentile and the 75th percentile is now above the maximum for a Grade 4 range. This position was moved to Grade 5 to be consistent with the marketplace. This request is for a re-classification only, there is now financial request associated at this time.

Explanation of the 75th percentile: Maximum for a Grade 4 is \$175,000 on Natick’s pay plan. Market data puts Human Resources Manager at \$111,341 as the 75th percentile for this title. So this market-based figure, using Natick’s pay plan grading scale, puts this position at the top of a Grade 4 and into the range of a Grade 5. This particular job has changed in its scope enough to cause this fluctuation in the market.

- One member recalled that at the Fall Town Meeting, the Deputy Town Administrator/Operations was already voted through an amendment on the floor. Official record received from the Town Clerk on hand showed that there was a Grade 6 Deputy Town Administrator of Finance and a Grade 5 Deputy Town Administrator with no “operations” added was voted at town meeting last. There is a discrepancy in the collective memory of this issue and would need research to clarify.
- The market data is important to the personnel board because it gives context to some of the already known pay plan data and allows the town to stay current and possibly slightly ahead of the market when hiring. This presumably allows the town to be competitive in the candidate marketplace and get the best talent to serve the town of Natick.

- The move from 15 grades to 6 grades in the pay plan model the concept was a broad band giving definitive line between these grades. To avoid compression issues they made the 75th percentile to pay competitively while keeping pay rates uncompressed. They have people spread over the ranges in each Grade and keeping the town competitive. This broad range allows a more gradual but fair raise mechanism.
- Mr. Richard Tranfaglia, Personnel Director, noted the difference between a Grade 3 Assistant Comptroller and a Grade 4 Staff Accountant is Staff Accountant is primarily a backup to the comptroller whereas the Assistant Comptroller is responsible to supervise accounts payable and does a portion of the comptroller function.
- There are no current incumbents in the sanitarian position and the Deputy Chief of Police position. The Chief of Police has not filled this position because it was a PIR that had no action taken last year and the Town Administrator and the Chief agreed that there were more pressing needs to the department that should be solved before filling this position. They instead got an additional dispatcher and officer.

Mr. Everett moved that the Finance Committee recommend approval of Article 21 of pay plan effective July 1, 2014 as presented this evening.

Moved/Motioned by:	Mr. Everett
Seconded by:	Mr. Pierce
Motions or Debates:	<p>Mr. Everett: Deputy town administrator should be a Grade 6. Deputy Town Administrator for Operations seems to have more responsibilities than once known. Also, the Town Administrator/Operations has authority to act as Town Administrator in her absence it makes sense that this is a Grade 6 position. With respect to the change from “Personnel” to “Human Resources” classification as long as the movement between grades is a reflection of added responsibilities this is a change that makes sense. And, the fact that this year’s budget is not affected is a good thing.</p> <p>Mr. Pierce: Agrees. Thanks Mr. Levinsky for doing this research.</p> <p>Ms. Collins: Will not support this at this time. When we heard this last year, in order to give the Town Administrator some flexibility in the search, we agreed that if there was one Deputy position it would be at Grade 6 and if there were two Deputy positions they would each be at a Grade 5. And although there may not be any additional funds being requested with this Article now there will be in the future. Once a position is in a new range it can go higher.</p> <p>Mr. Evans: Will support this article. Responsibilities of the two Deputy Town Administrators are discrete enough to justify this Article. The Deputy Town Administrator position has been stretched too thin over too many responsibilities for too long causing deterioration in service to the town. This change has been made in response to these problems and for good reason. We knew the cost would go up but felt it was worth it because running the town properly is important.</p>

	<p>Mr. Brown: Has some reservations about the two positions being moved from Grade 5 to Grade 6. Because once they are a Grade 6 there's some room for going too high. However the discussion tonight has convinced him there is a need and he supports the Article.</p> <p>Mr. Ciccariello: There needs to be a classification system for pay plans. At some point there may be a situation where an employee exceeds their grade level. The names of the positions don't matter as much as the responsibilities and accountability involved in each position. If you look back these positions have existed but did not have descriptions. The town has been lacking in many of these areas. Roles change, responsibilities change, but it's a necessary part of operating the town – to revisit these things annually. Supports this Article as it is necessary to run the town properly.</p> <p>Mr. Freedman: This is a tool for management to use to classify employee responsibilities and pay rates. It's a tool for employees to know their role in the town structure. It is backed by market data, years of real-world experience and analysis and it should be evaluated regularly due to changing conditions in both the market and the town structure. This Article is entirely appropriate and regardless of what happened at town meeting in the past – things have changed and we are evaluating these things now. Mr. Freedman supports with thanks to individuals who put it together.</p>
Vote	13-1-0

Article 4: Street Acceptance: Portion of Highland Street

Mr. Freedman welcomed Town Engineer, Mark Coviello to the podium.

Walnut Hill Drive, a newly created six-lot subdivision road that is off a portion of Highland Street. Improvements were made on the portion of Highland Street that extends from Middle Street Easterly to the end of the cul-de-sac. This portion of Highland Street is an unaccepted road – as part of the approval process of the subdivision the contractor had to make improvements to the unaccepted portion of Highland Street as well as construct a new subdivision road called Walnut Hill Drive.

At approximately the end of 2012, the developer of this subdivision defaulted on his performance of the subdivision. The Planning Board pulled the performance bond for the subdivision and a new account was created in town for public works to draw from to finish the remaining construction on both Walnut Hill Drive and Highland Street.

All work has been completed in accordance with the new subdivision plan with the funds from the performance bond. There is some minor cleanup and damage repair to be done after the winter with the remaining performance bond funds. All abutters have been notified of a public hearing with the Board of Selectman on Monday, March 10, 2014. They will vote on the acceptance of these streets and will make their recommendation to town meeting for acceptance.

Questions and discussion from members:

- The town maintains Highland Street to keep it open for emergency vehicles. Walnut Hill Drive is a new street so has not yet been maintained by the town.

Move approval for the acceptance for the portion of Highland Street as outlined in Article 4.

Moved/Motioned by:	Mr. Everett
Seconded by:	Mr. Evans
Motions or Debates:	Mr. Everett: These are fully acceptable and I think we should approve. Mr. Evans: The process worked and the bond was used properly. Town should be commended for getting on top of this and making sure the bond was properly used.
Vote	14-0-0 (unanimous)

Article 5: Street Acceptance: Walnut Hill Drive

Move approval for the acceptance for the portion of Walnut Hill Drive as outlined in Article 5.

Moved/Motioned by:	Mr. Everett
Seconded by:	Mr. Evans
Motions or Debates:	Mr. Everett: No discussion. Mr. Everett: No discussion.
Vote Favorable	14 -0-0 (unanimous)

Mr. Freedman welcomed Town Administrator, Mark Coviello to the podium to review Article 14.

Article 14: Amend Zoning By-Laws: Flood Plain Amendments

Purpose of this Article to make changes to the existing flood plain district and zoning by-laws regarding the flood maps. Recently FEMA made some changes to the Natick flood maps. In order for us to participate in the flood insurance program we have to amend our by-laws to include the revisions to these maps. They will be effective July 1st after town meeting if voted favorably.

Questions and discussion from members:

- In 2010, FEMA started a new mapping process that was much more clearly defined. Coastal communities have changed dramatically but Natick, part of the Concord Watershed, had minor changes made that had some but not large impact to some properties. No one from Natick objected after these were put in public record so impact to residents or commercial properties in town are likely not significant. A lot of the effected property is conservation land so it impacts property but not structures. If the town does not adopt these maps Natick will be ineligible for FEMA funds. If someone is harmed or feels that the maps are inequitable FEMA has a process that they can follow anytime to object to the new mapping.
- A take away request: To see original zoning by-law of the requested changes to allow changes to be tracked.
- The date of the new maps and the date of their study is the date they will become effective if they are adopted.
- If Warrant Article 13 is approved it will be the guiding structure on all the rest of the Articles. Article 14 will have to be presented in one of two forms at town meeting the current form offered

at this meeting and a new form that will conform to whatever happens under Article 13. Substance will not change just the references.

- Zoning by-law already exists and already references flood zoning maps that are outdated. We are just getting a new zoning by-law to reference the new maps. If this new by-law is not voted in the town and citizens of Natick cannot participate in FEMA subsidies. Other town boards and committees need to vote this in as well.

Motion made for favorable action on Article 14.

Moved/Motioned by:	Mr. Freedman
Seconded by:	Mr. Evans
Motions or Debates:	<p>Mr. Evans: There is no harm in approving this it is simply an administrative move to have clear records. If we don't approve it is harmful to the town and the citizens.</p> <p>Mr. Everett: There are boards that need to hear this before the Finance Committee. I approve of the change in the zoning by-law that includes these new maps.</p> <p>Ms. Adelman Foster: I want to approve this but the material does not reflect what we are voting on well and will be worrisome at town meeting if citizens bring up details we did not see and understand completely.</p> <p>Mr. Ferrari: I'm comfortable approving but I share the concern that the Planning Board has not seen or acted on this change in the By-Law. I'll support it for the reason it's the best way to protect the town.</p> <p>Ms. Coughlin: will not vote on something that is not fully vetted - she will abstain because there is not enough information although she approves of it on principle.</p> <p>Mr. Hayes: Reference point here is a map and changing language that references the new map. We need to be in sync with FEMA's documentation. The maps are the maps – they are not part of the scope of this article. We are just being asked to consider a language change to point to the new map.</p> <p>Ms. Collins – doesn't want to go ahead of the planning board also I doesn't have enough information to make an educated decision.</p> <p>Mr. Pierce: I will support.</p> <p>Mr. Brown: I will support – this is a case that I'm going to have to trust that the by-law.</p> <p>Mr. Everett: Asking for a takeaway a redline – he cannot fully support this Article at town meeting without seeing the actual changes that were made to the Article – will vote for this today but reserve the right to reconsider when we get the redline. It may be reconsidered.</p>

	<p>Mr. Ciccariello: We need the redline copy of the Article. There is a great deal of language in this Article that does not have anything to do with the maps. Would like to see any and all changes.</p> <p>Mr. Freedman: Intent of article is straight forward and we have heard the administration say that there is no other intent than to bring this language into the by-law. If the planning board vets this and there is new information we have not heard tonight we will deal with it. I think this is one of those items that is okay to move forward given what we have heard tonight. I will vote approval.</p>
Vote	11-0-3

Mr. Freedman welcomed Town Moderator, Frank Foss to the podium.

Article 41: Appointment of Committee to Study Electronic Voting by Town Meeting

This article has been sponsored without any bias or opinion. This is a simple question: should town meeting set up a 7-member committee appointed by the town moderator consistent with Article III Section 10 of the Natick by laws to report to spring 2015 town meeting on studying electronic voting.

Wayland, Framingham, Hingham and Arlington report favorably about this issue.

A two-thirds vote at town meeting is required to accept an electronic voting method. Depends on how the motion is worded as to whether it needs to be voted for every session or for each night – unless there's a by-law change it would have to be voted each time the electronic system was used or each meeting/session.

Move favorable action of the subject matter in Article 41.

Moved/Motioned by:	Mr. Everett
Seconded by:	Ms. Coughlin
Motions or Debates:	<p>Mr. Everett: Counting close votes is difficult at town meeting; electronic voting would speed up town meeting; the result of this report should be very interesting.</p> <p>Ms. Coughlin: It makes sense to explore this.</p>
Vote	14-0-0 (unanimous)

Mr. Freedman welcomed Town Administrator, Take Mr. Freedman's comments from tape

Article 24: Morse Institute Library Fiscal 2015 Budget

Move favorable action regarding Article 24 Morse Institute Library Fiscal 2015 Budget of \$2,087,264 source of funds will be tax levy.

Moved/Motioned by:	Mr. Ciccariello
Seconded by:	Mr. Evans
Motions or Debates:	None
Vote	13-0-0 (unanimous)

Article 25: Bacon Free Library Fiscal 2015 Budget

- There was a wish list at the last vote regarding \$3,000. Notes will be reviewed and list will be created from those notes. As of right now there is no more information at this point in time regarding this matter.
- This will be voted when the omnibus is voted.

Move favorable action on the subject matter of Article 25 Bacon Free Library Fiscal 2015 Budget in the amount of \$152,446.00.

Moved/Motioned by:	Mr. Everett
Seconded by:	Mr. Hayes
Motions or Debates:	Mr. Everett: Opportunity list should be forthcoming please send to me Mr. Hayes: Can we share this list with the financial planning committee because at times we look at the budget and have an opportunity to move monies that are in flux and this list should be communicated.
Vote Favorable	13-0-0 (unanimous)

Move to close public hearing on warrant articles.

Moved/Motioned by:	Mr. Evans
Seconded by:	Mr. Everett
Motions or Debates:	None
Vote	13-0-0 (unanimous)

Move to adjourn.

Moved/Motioned by:	Mr. Pierce
Seconded by:	Mr. Evans
Motions or Debates:	None
Vote	13-0-0 (unanimous)